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ABSTRACT

Using information obtained from the Educational Research Service, this report briefly summarizes in table form the current salary schedules for principals and assistant principals. Section 1 compares 1979-80 minimum and maximum salary schedule summaries by school district enrollment size. Section 2 makes the comparison by using a per pupil expenditure factor. Section 3 contains an analysis of trends in maximum scheduled salaries from 1976-77 to 1979-80. The survey was intended primarily for school administrators who determine the salaries and wages of public school personnel. The major purpose of the survey was to provide administrators with accurate data to allow them to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. (Author/JM)

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January 1980

SALARY REPORT #1

PRINCIPALS and ASSISTANT PRINCIPALS

ED185637

NASSP continues to receive many inquiries stressing the need for accurate national salary data pertaining to principals' and assistant principals' salaries. For the sixth consecutive year, a salary report has been developed as a response to these concerns. With information obtained from Educational Research Service, this report contains current data relating to salary *schedules* for these administrators. To facilitate analysis of the data, *Section I* of this report compares 1979-80 minimum and maximum salary schedule summaries by school district *enrollment size; Section II* makes the comparison by using a *per pupil expenditure* factor; and *Section III* contains a *maximum scheduled salary trend* analysis. Caution should always be used, however, when drawing inferences from these data because of the sampling variance associated with studies of this type.

As was the case in prior years, NASSP's Status and Welfare Committee expressed salary concerns to the research director of ERS and reviewed plans to conduct the national survey of professional salaries and wages in education for the administrator organizations sponsoring ERS. As a result of these suggestions the participants agreed that the major purpose of this survey would be to provide school administrators who determine the salaries and wages for public school personnel with accurate, timely, and reliable data in order to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. Since this same type of survey has been conducted for the last six years, salary trends were also included in this report.

A survey was conducted by ERS last fall, collecting 1979-80 data about salaries scheduled and paid from *1066 responding school districts* for 23 selected positions in which personnel are employed by public school systems. Again this year a complete report is being prepared by ERS in three volumes: *Salaries Scheduled for Professional Personnel in Public Schools, Salaries Paid Professional Personnel in Public Schools, and Wages and Salaries Paid Support Personnel in Public Schools.* Included in these publications are summary tables and a system-by-system listing of data submitted by all responding school districts. The complete set can be purchased from ERS for $55 and at $20 for each separate volume (half-price for subscribers).

This special *AIR* publication is being sent to all members of NASSP. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of 50 cents per copy. (Orders of $10 or less must be accompanied by payment.)

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EA 012 373

Section I. ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1979-80

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	139	183	168	34	524
Mean	24,825	26,004	24,871	22,290	25,087
Median	24,601	26,137	25,000	21,400	25,150
Range: Low	14,433	13,000	12,750	12,705	12,705
High	40,300	40,325	38,352	33,280	40,325
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	133	183	181	32	529
Mean	22,943	23,601	23,404	20,411	23,175
Median	23,187	23,970	23,766	20,300	23,594
Range: Low	13,223	10,855	11,900	11,781	10,855
High	36,400	38,000	36,128	29,400	38,000
ELEMENTARY PRINCIPALS					
No. Systems Reporting	138	184	199	50	571
Mean	21,307	21,761	21,463	20,796	21,463
Median	21,247	21,986	21,835	20,474	21,575
Range: Low	12,864	10,855	11,050	10,205	10,205
High	34,400	37,475	33,500	32,006	37,475

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	138	184	176	43	541
Mean	33,309	32,946	31,892	27,746	32,282
Median	33,102	33,145	32,090	27,962	32,393
Range: Low	25,469	23,628	21,000	19,000	19,000
High	47,193	45,740	45,552	40,824	47,193

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	132	183	185	40	540
Mean	30,728	30,160	29,784	26,685	29,913
Median	30,720	30,583	29,836	26,400	30,185
Range: Low	20,118	18,888	18,250	18,000	18,000
High	45,323	41,574	44,328	37,908	45,323
ELEMENTARY PRINCIPALS					
No. Systems Reporting	137	185	203	58	583
Mean	29,220	28,411	27,861	26,160	28,185
Median	28,915	28,817	27,804	26,100	28,401
Range: Low	18,591	18,888	15,785	15,578	15,578
High	40,850	40,457	43,504	37,710	43,504

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED
1979-80

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	136	182	176	21	515
Mean	20,786	21,627	21,123	21,077	21,210
Median	20,496	21,960	21,000	21,050	21,173
Range: Low	13,022	11,330	10,590	11,517	10,590
High	35,400	34,536	33,161	29,400	35,400
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	127	173	163	16	479
Mean	19,650	20,220	19,825	20,399	19,940
Median	19,564	20,047	20,093	20,870	20,000
Range: Low	12,950	10,470	10,590	11,620	10,470
High	32,900	29,868	31,678	29,400	32,900

* *Using ENROLLMENT of the School District as a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
ELEMENTARY ASSISTANT PRINCIPALS					
No. Systems Reporting	92	72	50	4	218
Mean	18,143	17,707	17,181	18,333	17,782
Median	17,543	17,325	16,612	---	17,325
Range: Low	10,250	10,470	11,261	17,400	10,250
High	28,400	30,911	26,100	19,293	30,911

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	136	183	180	25	524
Mean	27,488	28,065	27,311	25,949	27,555
Median	27,709	28,195	27,328	25,193	27,870
Range: Low	18,878	15,544	15,700	18,000	15,544
High	41,925	42,281	41,361	34,992	42,281
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	127	175	166	17	485
Mean	26,216	26,180	25,824	26,290	26,071
Median	25,965	26,338	25,699	25,234	26,074
Range: Low	18,382	15,904	16,554	18,625	15,904
High	39,237	36,200	39,472	35,600	39,472
ELEMENTARY ASSISTANT PRINCIPALS					
No. Systems Reporting	93	73	53	3	222
Mean	25,162	23,711	23,399	26,652	24,284
Median	25,346	23,567	23,342	---	24,110
Range: Low	16,248	15,793	16,616	24,045	15,793
High	33,216	34,770	39,472	28,650	39,472

* *Using ENROLLMENT of the School District as a Comparative Factor*

Section II. ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1979-80

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,300 or more	$1,900 to $2,299	$1,500 to $1,899	$1,100 to $1,499	Below $1,100	Total Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	94	139	167	104	8	512
Mean	28,686	26,642	24,638	20,975	18,571	25,087
Median	28,583	27,062	24,510	20,674	17,971	25,150
Range: Low	13,733	14,784	12,750	12,705	14,784	12,705
High	40,325	34,896	38,394	33,624	27,581	40,325
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	86	144	176	101	10	517
Mean	26,449	24,744	22,909	19,303	16,930	23,189
Median	26,500	24,948	23,200	19,263	16,303	23,601
Range: Low	13,733	14,784	11,900	10,855	12,705	10,855
High	38,000	34,000	33,076	30,828	24,179	38,000
ELEMENTARY PRINCIPALS						
No. Systems Reporting	98	148	188	111	10	555
Mean	24,641	22,905	20,908	18,063	15,619	21,436
Median	24,675	23,026	20,768	17,604	15,181	21,549
Range: Low	13,733	11,781	10,205	10,855	11,781	10,205
High	37,475	30,160	31,426	30,384	21,850	37,475

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Note: In Section II, totals in column 6 (Total Systems Reporting) may differ from totals in Section I tables because some school systems providing salary data included in Section I did not provide data on per pupil expenditure used in this analysis. The data in this section should be used as general and not precise indicators of current relationships among categories. Data are not appropriate for year-to-year trends.

Mean & Median of *MAXIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,300 or more	$1,900 to $2,29[illegible]	$1,500 to $1,899	$1,100 to $1,499	Below $1,100	Total Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	97	144	174	105	9	529
Mean	36,024	33,374	32,007	28,426	26,121	32,305
Median	35,521	33,600	31,985	28,487	24,687	32,381
Range: Low	19,660	21,775	20,882	19,000	21,000	19,000
High	47,193	43,650	45,648	38,369	32,663	47,193
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	87	147	182	102	10	528
Mean	34,015	31,054	29,472	26,308	22,873	29,925
Median	33,344	31,704	29,537	26,171	21,097	30,167
Range: Low	24,913	20,430	18,000	18,250	19,900	18,000
High	45,323	37,853	40,037	38,369	29,619	45,323
ELEMENTARY PRINCIPALS						
No. Systems Reporting	99	152	194	112	10	567
Mean	31,807	29,240	27,548	25,175	22,162	28,182
Median	31,100	29,750	27,614	25,000	19,622	28,355
Range: Low	19,660	20,160	15,578	15,785	18,400	15,578
High	43,504	37,082	37,380	38,369	28,902	43,504

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1979-80

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,300 or more	$1,900 to $2,299	$1,500 to $1,899	$1,100 to $1,499	Below $1,100	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	95	136	166	99	9	505
Mean	24,488	22,752	20,769	17,250	14,989	21,210
Median	24,497	23,282	20,790	17,032	14,247	21,173
Range: Low	13,733	11,517	10,590	11,330	11,517	10,590
High	35,400	29,616	31,792	27,878	19,522	35,400
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	75	134	163	90	9	471
Mean	22,677	21,325	19,724	16,464	14,967	19,936
Median	22,250	21,780	19,428	16,173	14,469	20,000
Range: Low	13,000	11,517	10,590	10,470	11,517	10,470
High	32,900	28,341	29,642	29,750	19,522	32,900

Mean & Median of *MAXIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$2,300 or more	$1,900 to $2,299	$1,500 to $1,899	$1,100 to $1,499	Below $1,100	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	96	140	171	98	9	514
Mean	31,087	28,569	27,202	24,003	20,277	27,569
Median	30,607	29,182	27,179	23,979	19,114	27,855
Range: Low	19,500	17,485	18,000	15,544	16,554	15,544
High	42,281	36,109	37,380	33,636	26.753	42,281
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	76	136	166	90	9	477
Mean	29,314	27,192	25,765	22,853	19,770	26,075
Median	29,399	27,170	25,463	22,889	18,945	26,052
Range: Low	18,500	17,485	16,616	15,904	16,554	15,904
High	39,472	34,044	33,526	31,308	25,141	39,472

* *Using PER PUPIL EXPENDITURE as a Comparative Factor*

Section III. MEAN OF MAXIMUM SCHEDULED SALARIES FOR PRINCIPALS AND ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1976-77 through 1979-80 with Percent Increase 1978-80

Systems with Enrollments of 25,000 or More

	School Year				Increase 1978-79
	1976-77	1977-78	1978-79	1979-80	1979-80
PRINCIPALS					
Senior High	27,846	29,409	31,281	33,309	6.5%
Junior High/Middle	25,873	27,178	28,646	30,728	7.3
Elementary	24,528	25,563	27,113	29,220	7.8
ASSISTANT PRINCIPALS					
Senior High	23,194	24,549	25,886	27,488	6.2
Junior High/Middle	22,042	23,237	24,522	26,216	6.9
Elementary	21,112	22,218	23,453	25,162	7.3

Systems with Enrollments of 10,000 to 24,999

	School Year				Increase 1978-79
	1976-77	1977-78	1978-79	1979-80	1979-80
PRINCIPALS					
Senior High	27,445	29,189	31,092	32,946	6.0%
Junior High/Middle	25,232	26,701	28,529	30,160	5.7
Elementary	23,705	25,129	26,808	28,411	5.6
ASSISTANT PRINCIPALS					
Senior High	23,505	24,836	26,637	28,065	5.4
Junior High/Middle	21,887	23,262	25,134	26,180	4.2
Elementary	20,076	21,268	22,577	23,711	5.0

All Reporting Systems (300 or More Pupils)

	School Year				Increase 1978-79
	1976-77	1977-78	1978-79	1979-80	1979-80
PRINCIPALS					
Senior High	27,203	28,556	30,375	32,282	6.3%
Junior High/Middle	25,150	26,543	27,964	29,913	7.0
Elementary	23,639	24,847	26,322	28,185	7.1
ASSISTANT PRINCIPALS					
Senior High	23,289	24,341	25,881	27,555	6.5
Junior High/Middle	21,862	23,163	24,563	26,071	6.1
Elementary	20,549	21,526	22,772	24,284	6.6

NATIONAL ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS
1904 Association Drive, Reston, Virginia 22091